

TEACHERS' RETIREMENT BOARD
EXECUTIVE COMPENSATION COMMITTEE

SUBJECT: Administration of Exempt Positions
Bonus Structure

ITEM NUMBER: 9

ATTACHMENT(S): 1

ACTION: X

DATE OF MEETING: October 3, 2002

INFORMATION:

PRESENTER: Peggy Plett

Attached is the proposed timetable for the administration of the exempt positions bonus structure. Staff will be present to answer any questions regarding the process.

Administration of the Exempt Positions Bonus Structure

Annually by 7/1	<ul style="list-style-type: none">• CEO meets with each non-investment exempt employee and approves performance objectives for coming fiscal year• CIO meets with each investment exempt employee and approves performance objectives for the coming fiscal year
Quarterly Semi-Annually	<ul style="list-style-type: none">• CEO meets with each non-investment exempt employee to review performance• CIO meets with each investment exempt employee to review performance
Annually April	<ul style="list-style-type: none">• Board and Executive staff review and update CalSTRS Strategic Plan, identifying priority objectives, and budget decisions
Annually by 8/30	<ul style="list-style-type: none">• CEO evaluates performance with each non-investment exempt employee, and determines:<ul style="list-style-type: none">○ Incentive amount based on criteria for prior year○ Salary movement (to be effective 7/1)• CIO evaluates performance with each investment exempt employee, and determines:<ul style="list-style-type: none">○ Incentive amount based on criteria for prior year○ Salary movement (to be effective 7/1)
Annually Sept	<ul style="list-style-type: none">• Board and Executive staff review and update status of CalSTRS tactical projects and revise if necessary
Annually Oct	<ul style="list-style-type: none">• CEO reports to board summary of total compensation for all exempt positions• Board evaluates performance with CIO, and determines:<ul style="list-style-type: none">○ Incentive amount based on criteria for prior year○ Salary movement (to be effective 7/1)• Board evaluates performance with CEO, and determines:<ul style="list-style-type: none">○ Incentive amount based on criteria for prior year○ Salary movement (to be effective 7/1)
Periodically	<ul style="list-style-type: none">• Board obtains salary survey information to review and revise base salary ranges and incentive percentages as appropriate